

## Inspiring and nurturing lifelong learners ELMGROVE PRIMARY SCHOOL AND NURSERY

### Anti- Bullying Policy

June 2020

Next review June 2022

#### **Article 2**

*All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor.  
No child should be treated unfairly on any basis.*

#### **Article 19**

*You have the right to be protected from being hurt and mistreated, in body or mind.*

#### **Article 30**

*You have the right to practice your own culture, language and religion - or any you choose. Minority and indigenous groups need special protection of this right.*

All cases of bullying are serious, whether physical or emotional/psychological. At Elmgrove Primary School we believe that every pupil has the right to enjoy their time at school. Bullying has an effect on the victim, the bully and others within the school community and will not be tolerated.

The aim of the policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the school policy on bullying. Therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it.

Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

This policy is available on the school website, on the school internal network and on request from the school office. It should be read in conjunction with the following policies:

- Child Protection and Safeguarding Policy
- Equalities Information and Objectives Policy
- Behaviour Policy
- SEND (Special Educational Needs and Disability) Policy
- Exclusion Procedure
- PSHCE Policy and Schemes of Work

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### Definition

Bullying may be defined as any deliberately hurtful behaviour, usually but not exclusively repeated over a period of time, which intentionally hurts another pupil or group physically or emotionally where there is an imbalance of power in the relationship. It is often difficult for those being bullied to defend themselves, and it is often motivated by prejudice. Examples of unacceptable bullying behaviour include:

- Physical: pushing, kicking, hitting or any type of violence assault
- Verbal abuse; by name calling, teasing, spreading rumours or making offensive remarks
- Racist
- Cyber-bullying/online, which is defined as the use of ICT by an individual or group in a way that is intended to upset others? Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail
- Indirect emotional tormenting by excluding from social groups or spreading malicious rumours
- Sexual; unwanted sexual contact, sexually abusive or comments

All in our community are expected to behave in a way that enables Elmgrove Golden Values to be carried out.

Developing a culture where children believe in themselves and have ambition to achieve will undoubtedly result in greater engagement and a desire to learn, enabling our children to make strong progress. Our commitment to developing children's positive relationships enables us to work together as a community to create and maintain an environment in which all of us can thrive intellectually, emotionally, spiritually, culturally and physically.

We make clear our expectations of positive behaviour within our rules of Ready, Respectful, Safe and discourage unsociable behaviour. We encourage children to take responsibility for their own actions and behaviour and importantly, we praise good behaviour and effort. We encourage children to discuss, reflect and consider the consequences of their actions.

### What do we do if bullying takes place?

Parents can be assured that the school takes all reports of bullying very seriously. Our priority will be to support those being bullied and to stop the bullying. It is the school's responsibility to assess the seriousness of the allegation of bullying and to determine the appropriate next steps for all involved.

We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour. We have to assess the seriousness by asking key questions such as:

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- Was the act done on purpose knowing it would hurt?
- What was the actual hurt suffered?
- How many times has the bullying taken place?
- How long has the bullying been going on?
- Have those involved also bullied other pupils?
- Was there any provocation?

### Anti-Bullying Procedure

#### What to look for:

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. They may become aggressive, disruptive or unreasonable. They may have a fear of going to school, ask to move school.

#### What is not Bullying?

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. We teach children about this.

#### What do we do to prevent bullying?

We want all our pupils to understand the nature of bullying and the effects it has. We want children to know that bullying in any form is not acceptable, and that they must report it immediately if they or anyone else is being bullied. We want them to know that it is not acceptable for anyone to encourage bullying by others and not acceptable to do nothing if they know it is taking place.

In school, we work hard to prevent bullying taking place. Some of the ways we do this are:

- Using assemblies to talk about bullying and give out key messages.
- Taking part in Anti-Bullying Week in November.
- Cyber bullying training
- Daily whole class check-in sessions where children have the chance to discuss how they feel.
- Constantly reviewing all behaviour incidents this includes bullying type behaviours, which is analysed by daily/weekly CPOMS reports, termly behaviour and safeguarding reports and the Headteacher's report which is shared with the governing body.
- Ensuring that there are clear links between personal, social and health education, citizenship, religious education and other curriculum areas. So, all pupils are able to extend and apply their learning in all subjects.
- Lessons, as part of our curriculum, discussing bullying – referring to the PSHE

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curriculum.

- School, classroom and playground rules and charters make clear the behaviour we expect, and our use of rewards and sanctions.
- Recognised the importance of the physical organisation of our school and the organisation of break times and lunchtimes. This includes staggered lunchtimes, additional staff on the playground, “nurture lunches” and SLT and pastoral staff available to all children during these times.
- Supervision by staff in classrooms and outside at breaks and lunchtimes.
- Providing staff with anti-bullying training.
- Awarding pupils in Reception to Year 6. Dojos demonstrating good learning behaviours.
- Adults modelling language and behaviours for children to follow and learn from.
- Adults challenging inappropriate and/ or abusive language.
- Drop-ins for vulnerable children from the Learning Mentor, Counsellors to ensure all children feel safe in school.
- Lunchtime and after-school clubs.
- Weekly meetings analysing and cross-referencing behaviour concerns/ staff concerns and parent concerns.
- Safeguarding report with Governors.

### Roles and Responsibilities

All the community at Elmgrove, pupils, parents and all staff take a shared responsibility for promoting good behaviour and challenging bullying.

### What to do:

The way to challenge bullying is for people to be aware of the issues involved, and to be clear in their own minds what action to take should cases arise.

### **If you are the victim:**

1. **If you feel able to**, confront the bully by verbally making him/her aware that you think that what he/she is doing is wrong.
2. **Do share your feelings with someone else**, trusted friend or adult e.g. Lucy from the Space, Learning Mentor, your class teacher
3. **Do talk to a member of Staff** or other trusted adult.
4. **Do call Childline:** 0800 1111

### **Procedure if a pupil should witness bullying behaviour:**

1. Support the victim by being a friend and making sure you advise them to tell an adult
2. Encourage them to speak out, either to confront the bully, or to speak to an adult who can help
3. Do not be a bystander

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### Procedure for members of Staff should you witness an incident of bullying or It is reported to you:

1. Reassure and support the victim and perpetrator outlining immediate action.
2. Ascertain the details of the incident and take both pupils to the Assistant Headteacher, Deputy or Head.
3. Remember you are part of a very important procedure and you will need to be clear on: when, where, who, why and how long it has been happening.

### Reporting Procedure

1. Each pupil will be asked, separately to fill out or verbalise the key questions of: When, Where, Who, Why and how long.
2. The matter will be fully investigated following the schools Ready, Respectful, Safe rules and Golden Values ethos, which could mean other witnesses making statements too.
3. Teachers will be informed of the facts and the outcomes on CPOMS
4. All facts and outcomes will be recorded on CPOMS under the title of bullying
5. All parents/carers will be informed by telephone and a meeting had within 24hours of the incident being recorded where possible.
6. Any behaviour support, nurturing groups, parenting supporting or further referrals to external agencies will be completed within 48hours of the incident where possible so that support is swift for all parties involved.

The school uses the following sanctions for bullying incidents depending on the level of incident once a clear and fair investigation has taken place:

- Loss of privileges within school.
  - Expectations that require children to treat others with respect and care.
  - Revised or withdrawal from playtimes/ lunchtimes and support by key staff members.
  - Excluded from after-school clubs.
  - Internal exclusion within school but away from own class.
  - Formal Exclusion from school.
  - Involvement from outside agencies, for example PSOs.
- If the above does not prevent the reoccurrence of the bullying behaviour the following will be given by the head teacher in accordance to the schools' Behaviour Policies:
    - Formal Warning: meeting with the parent where the incident/incidents are discussed and a clear warning of the behaviour not to be repeated.
    - **Fixed Term Exclusion**
    - **Permanent Exclusion**

In very serious cases, where there is reasonable cause to suspect that a child is suffering or likely to suffer, significant harm, the incident is treated as a child protection (CP) concern and it will be necessary to make a report to Social Services



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or the Police.

### **Monitoring**

This policy is monitored by the Deputy and Head Teacher in liaison with the Assistant Heads and Leadership Team. They:

- Hold informal discussions with staff and children;
- Analyse recorded incidents of bullying.



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